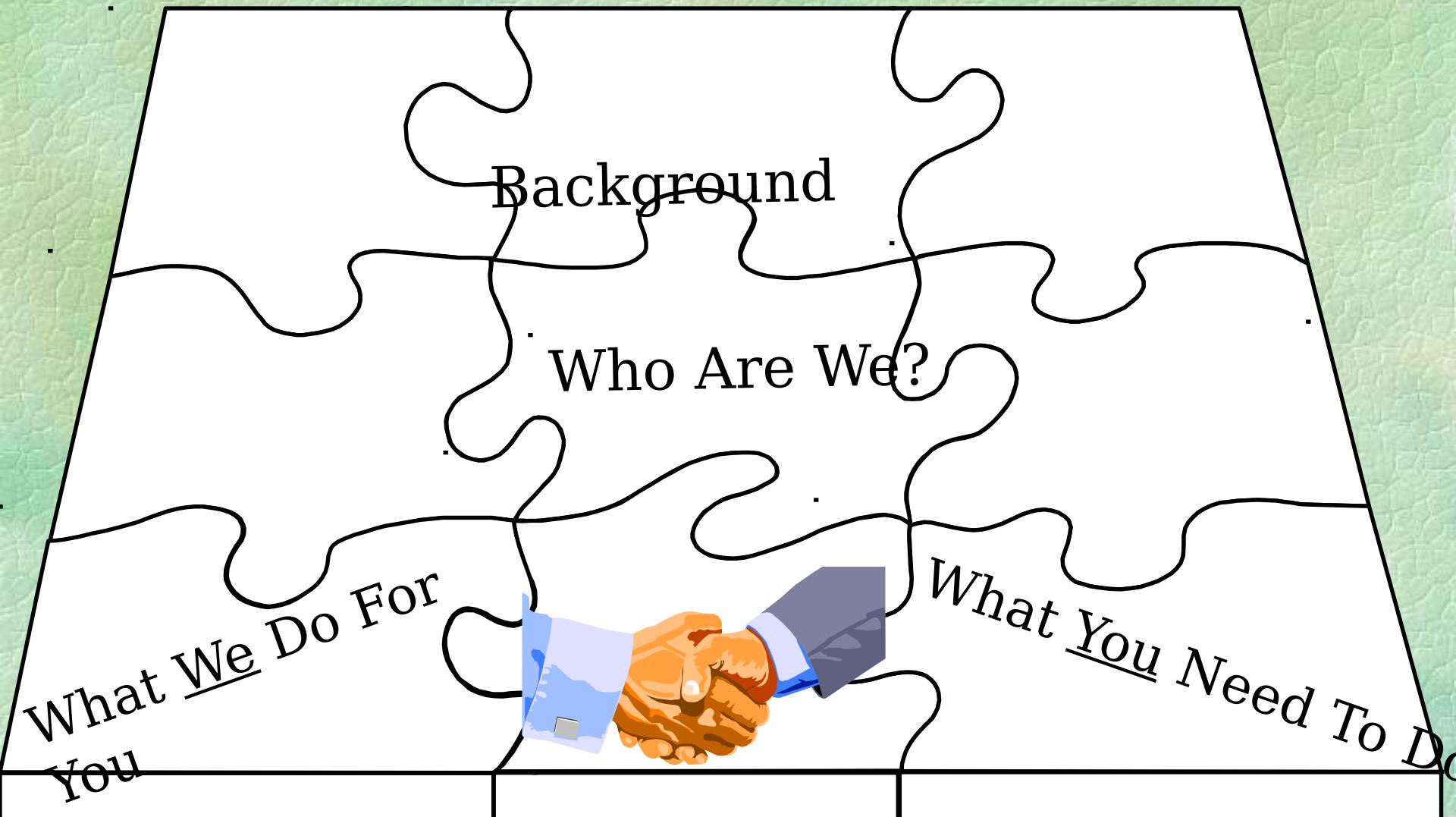


PROGRAM MANAGEMENT CAREER PROGRAM (PMCP)



CAREER DAY

Overview



Background

- Committee on Armed Services Study May 90
- Defense Acquisition Workforce Improvement Act (DAWIA), Title 10 USC, Chapter 87 (Nov 90)
- DAWIA Objectives

A

Compariso

PMCP

HQ AFPC/DPKCM
Vacancies, Training
& Career Dev.

Civ Only* (12-15)

Only PM (1101 & 63A)

* integrating military into PMCP

APDP

SAF/AQXD
Certification &
Training

Mil & Civ (all grades/ranks)

All Acq Areas

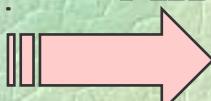
Acq Corps

Classification
Mil O-4 Above
Civ GS-13 Above
All Acq Areas

Who Are We?



- Managed at HQ AFPC/DPK
Randolph AFB
- 20 Civilian Career Programs
- Current Occupational Series Determines Your Primary Career Program
- All Career Programs Have The Same Purpose
Identify and Develop Well-Trained,
Highly-Skilled Employees to Meet AF
Needs



Program Management Career Program (PMCP)

Established 1990

What we
DO

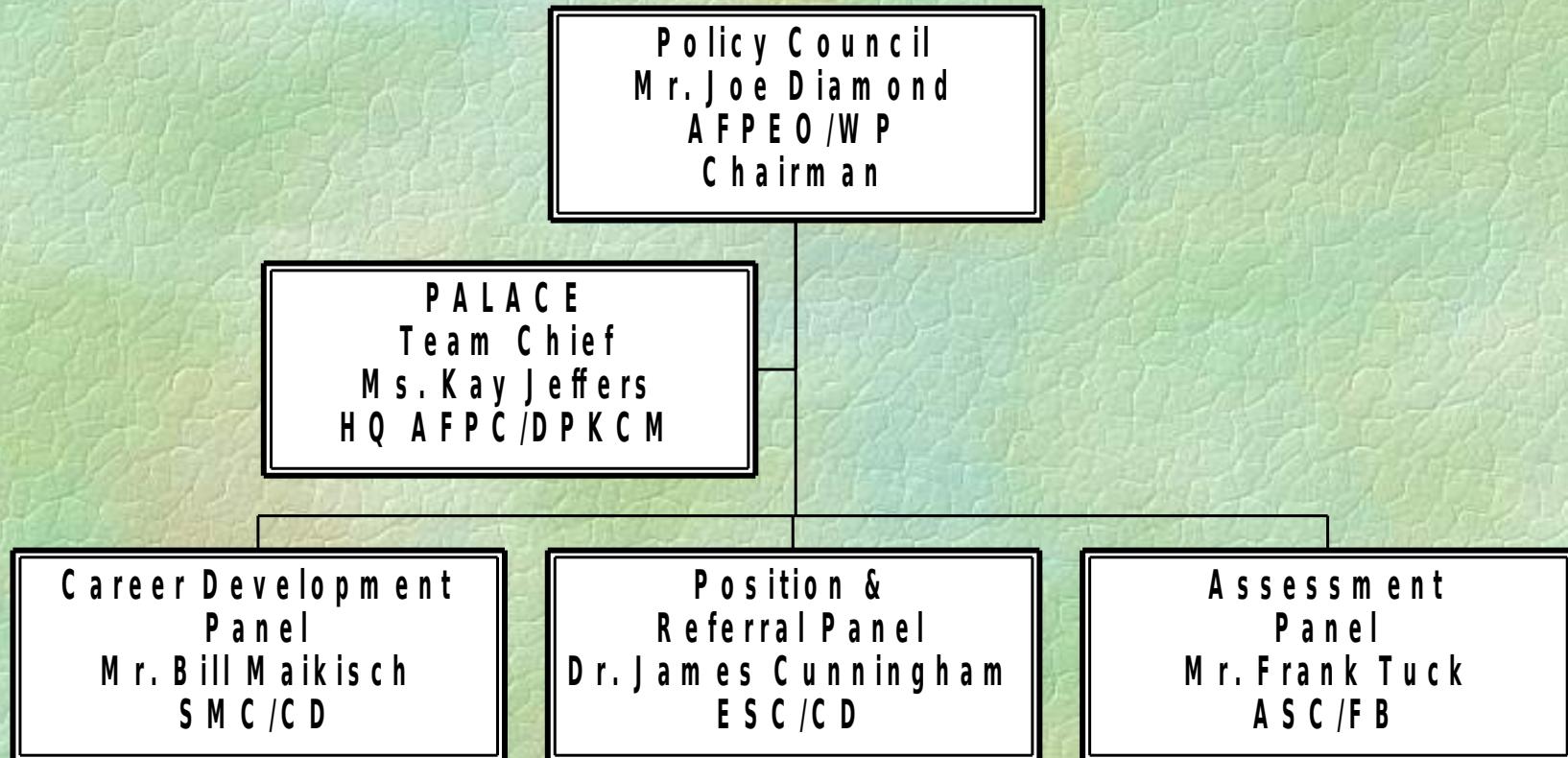
- Centrally Manage Acquisition Program Manager Positions
 - Occupational Series 1101 & Grade GS-13/14/15
 - >50% CMCUNBZAF Skill Code on Acq Position

Provide Training Opportunities

What we
DON'T DO!

- Provide APDP Certification (SAF/AQXD)
- Modify or Change Personnel Records (CPFs)

PMCP Structure



- Training & TA
- Development Opportunities

- PEPs
- Position Coverage
- WPS (TBD)

- Metrics
- Analysis
- Annual Report

PMCP Registration Basic Eligibility)



- Level I Certified in Functional Specialty of Program Management
- and
- Held at Least a GS-12 Position Which Was/Is
 - An Acquisition Coded Position, And
 - Has a Qualifying Skill Code (Hundreds of Them Qualify) of at Least 25%

PMCP Groups

REGISTRANTS GS-12/13/14/15

≥ 12 on Acq Position With Qualifying Skill Codes (a lot) and at Least Level I in Acq Prgm Mgt (APDP).

AF Form 2675 Code "R"

FOCUS GROUP GS-12/13/14/15

Registrant Criteria Plus Skill Codes ≥ 25%
CMCUNBZAF, BLBUNBZAF, BPXZAF,
APMZAF, ZAF

INCUMBENTS GS-13/14/15

Focus Group Criteria Plus
Occupy a Position That We
Manage (CMCUNBZAF >50%)

Group Benefits

REGISTRANTS -

As Space Permits - On-Site Short Courses & PMCP Sponsored Refresher Training

FOCUS GROUP - Competitive for PMCP Positions
Primary Audience for On-Site Short Courses & PMCP Sponsored Refresher Training
WPS Calculated (When Implemented)

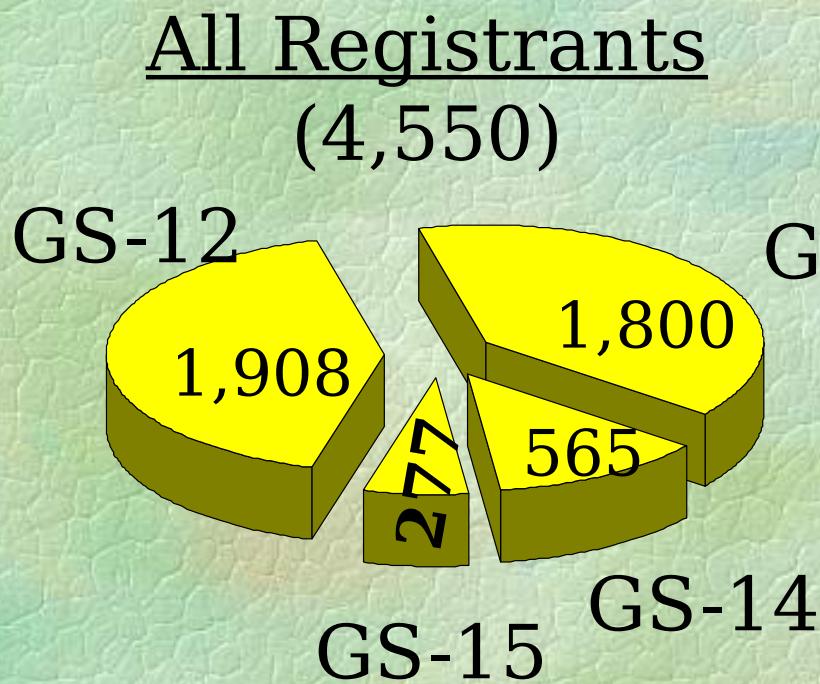
1101 SERIES - approx. 450 GS-12/13/14/15
Tuition Assistance, EWI & IDEA, SOS

INCUMBENTS -

MDC (via OPM)

Specialized Management/Leadership Training

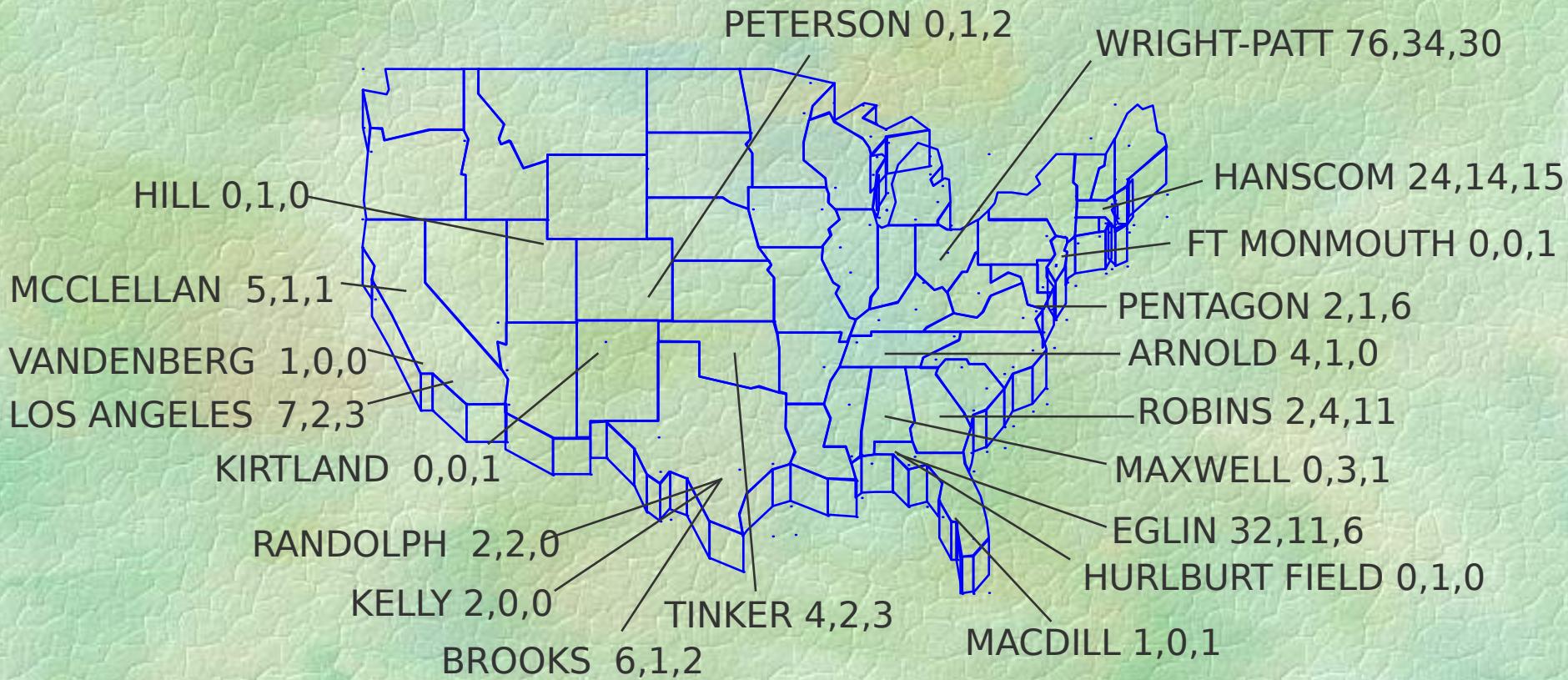
PMCP Coverage



AFB Registrants

The distribution for the AF bases where we already conducted a career day starts at slide

Location of Incumbents



**KEY: NAME OF AIR FORCE BASE THEN NUMBER OF GS-13,GS-14,GS-15
AT THAT BASE, FOR A TOTAL OF 330 DISTRIBUTED AS 168,79,83**

PMCP Services

What we do for you

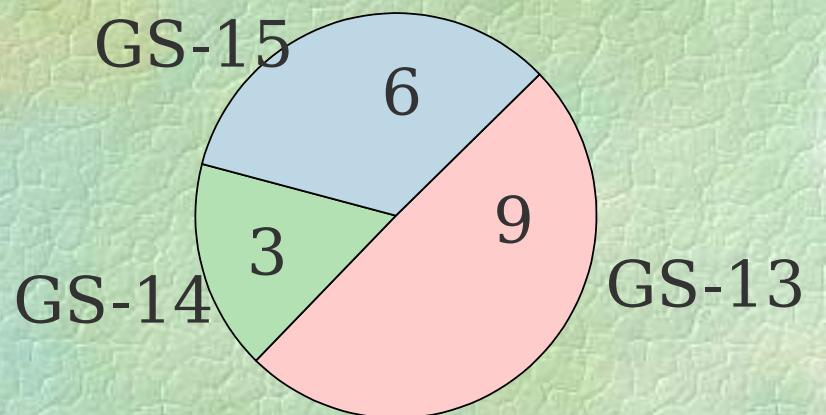


- AF-Wide Referrals
- Training & Tuition Assistance
- Web Site
- Workforce Analysis
- Career Information & Counseling

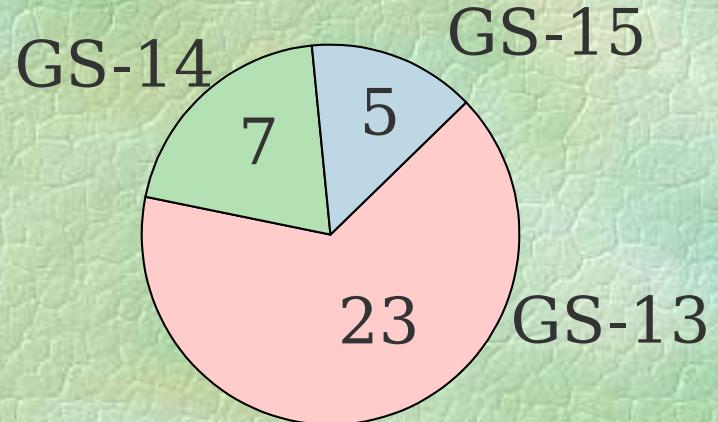
AF Wide Referrals

- Systematic Approach
 - AF-Wide Applicant Pool (Registrants)
 - Match Geographic Preferences
 - Match Lowest Acceptable Grade
 - Identify Best Qualified/Rank
 - Provide PCS Funding
- Covered Positions
 - GS-1101-13, 14 & 15

FY99 Competitive Fills (



FY98 Competitive Fills



Referral

S

- PMCP Uses PEPs To Rank Candidates
 - Promotion Evaluation Patterns (PEPs)
 - Position Requirements Determine Which PEP to Use
 - PEPs contain Progression Level Factors (PLFs)
 - Skill Codes: CMCUNBZAF, BLBUNBZAF, APMZAF, BPXZAF, ZAF
 - Experience: Acquisition, Program Office and Supervisory (if applicable)
 - Certification: Level II or Level III (as appropriate)
 - Education: BS/BA or MS/MA (as appropriate)

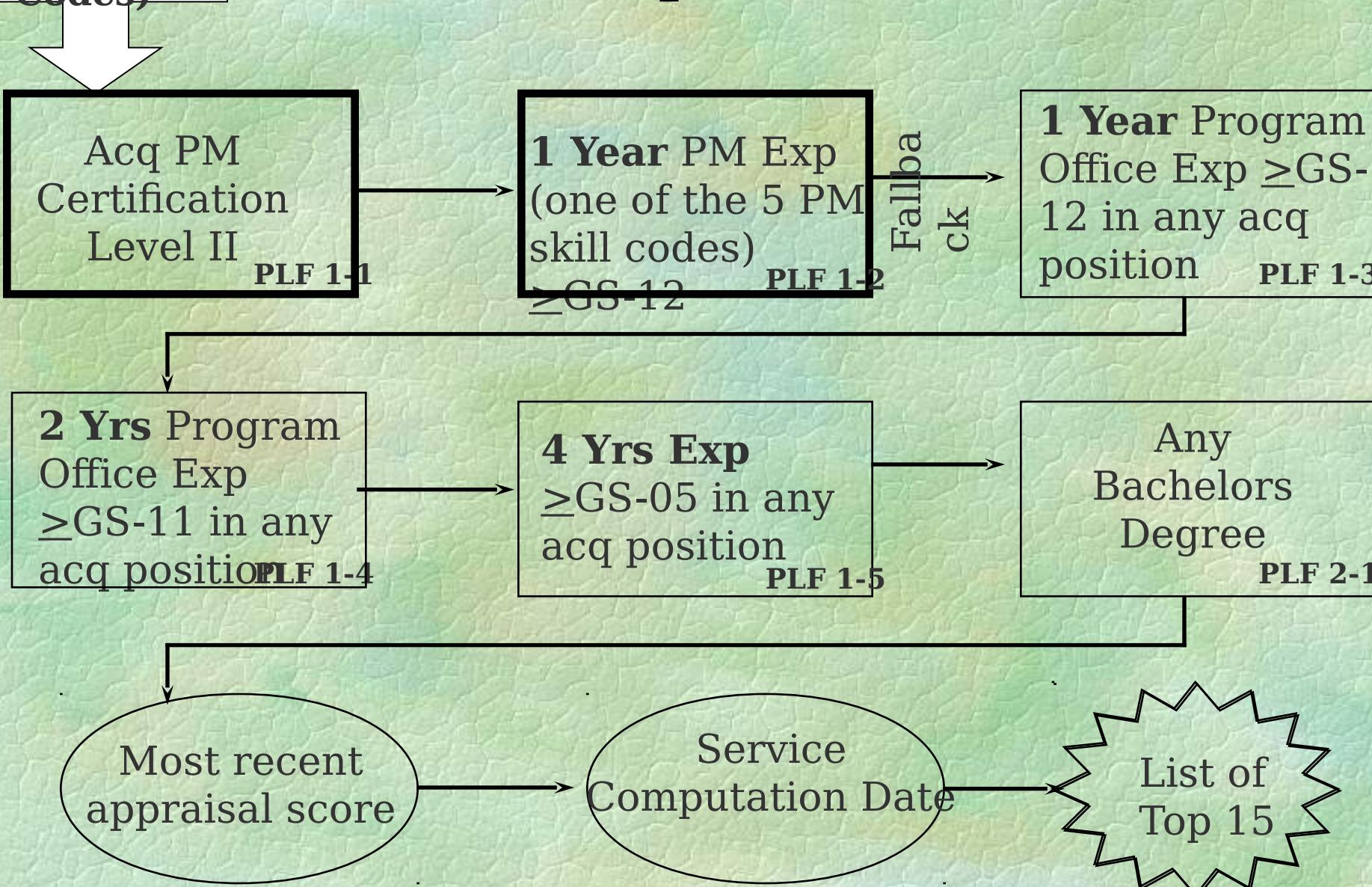


*Compete For Most GS/GM - 14 & 15 Position
You Must Satisfy All PLFs!*

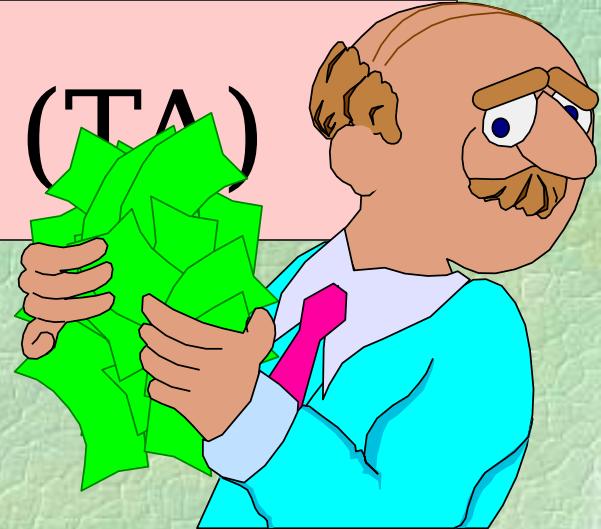
PACs
**(Personal
Availability
Codes)**

GS-1101-13 PEP

(Supv Lvl 1)



Tuition Assistance (TA)



♣ Type of Courses or Degree

- DAWIA Related or Enhance/Improve Job Performance
- Graduate or Undergraduate

□ Merit Based Selection Criteria

- Incumbents or GS-12 1101's (First Priority)

□ Limits

- No Books or Fees (Only Tuition)
- \$6K Undergrad/\$8K Grad Tuition Cap (AF Lifetime)

□ Timeframe

- Submit Request At Least 30 Days In Advance

Trainin g

• Training Provided

- Short Courses (On & Off Site)
- OPM Management Development Center (MDC)

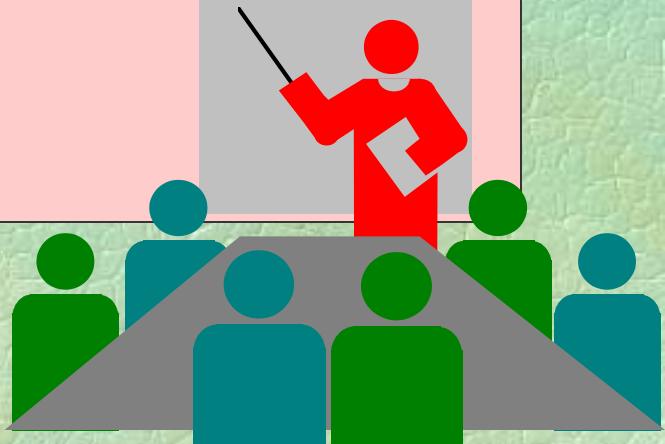
□ Request via CEP

□ AF Career Programs Training Guide

- <http://www.afpc.randolph.af.mil/cp/guide>

□ Training Encouraged

- Civilian Competitive Development Program (CCDP)
 - **Formerly LTT/ED**



Training (CCDP)

Executive Leadership & Development (ELD)

- Only GS-15s Eligible

PME & LTT

- GS Grades 12-15 Depending Upon the Course

DLAMP Nominations Part of CCDP This CY

MAJCOM Top Down Nomination Process

POCs

- ⇒ Your training monitor
- CCDP: Mike Hameroff DSN 227-2827
- DLAMP: Sharon Biddle DSN 327-3630
- <http://www.dp.hq.af.mil/DP/dpde/comp.html>

AY00 Call
Issued
14 May 99

Master Development Plan

EXPERIENCE

(Duty Assignments)

- Location
- Type Program
- Management/Supervisory
- Career Broadening/Enhancing

TRAINING

- Systems Acquisition/Certification
- Management/Leadership/Supervisory
- PME Assignment

Planned Approach

for Personal Development

EDUCATION

- Bachelors/Masters (PM Related)

Web Site

- Main Communication Tool
- Items Of Interest (A Select Few)
 - FAQs
 - News Notes (ALSO Via E-MAIL)
 - Referral & Training Activity
 - Referral & Selection Process
 - PALACE Team
 - Document Library (This Briefing, Questionnaire Results, Annual Report, Master Development Plan, etc.)
 - GEOLOCs, Training & Award History - NEW!
- http://www.afpc.randolph.af.mil/cp/pr

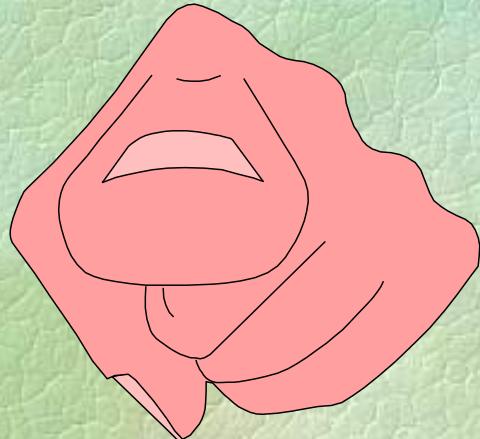
Workforce Analysis

- Annual Report Contains Analysis of the PMCP

□ Demographic Highlights

- ACAT I and II PMs: 8.7 Military to 1 Civilian
- Overall 63A:1101 4.2 Military to 1 Civilian
- 92% Of Focus Group From AFMC
- 94% Of Incumbents Have Bachelors
- 69% Of Incumbents Have Masters
- 86% Of Incumbents Are Level III Certified in PM
- 59% Of Incumbents Have Attended DSMC PMC
- 9% of PMCP Selections Involved PCS (since FY93)

Employee Responsibilities



What Do You
Need to Do
Successfully Manage
Your Career

are responsible for your career

- ▶ Register
- ▶ Assure Record Accuracy
- ▶ Update CEP/IDP
- ▶ Obtain Information
- ▶ Make Career Decisions



PMCP Administrator Advice

- ☛ If It's Not in Your Record You Didn't Do It
- Most Records Contain Error(s)
- Check Yours Records After a PCS, Reassignment, Promotion, etc. and Once a Year
 - PEP items and Phone # Most Important
- Besides the PMCP, You Are Really the Only Person Who Cares About Your Career and Personnel Record
- You Must Make and Take Time for Training

Supervisor Responsibilities

- ❖ Know Your Employees
 - Their Goals/Desires
- Understand Career Programs
- Realize Differences Between PMCP, AFDP and Acq Corps
- Help Employee Complete CEP (IDP)
- Support Training Attendance & Self Development - Nominate Your Best
- Provide Feedback on Job Performance

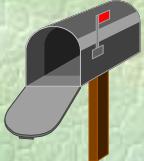


Individual Records Review

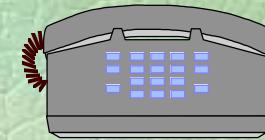
- One-on-One Review of Personnel Records
 - Compare Your Records as Shown in the Personnel Data System to PMCP PEPs
 - Need to Make Appointment
 - Limited Time Only - Can Always Call Us At Randolph If Can't Make It Today
 - Sign-Up Sheet Available

Information

- ✓ PMCP Career Day Critique
- ✓ PMCP Fact Sheet (Planner Size)
- ☎ AFPC Call Center
 - DSN 665-2949 or 1-800-558-1404
- Check Info on the Internet
 - <http://www.afpc.randolph.af.mil/cp/>

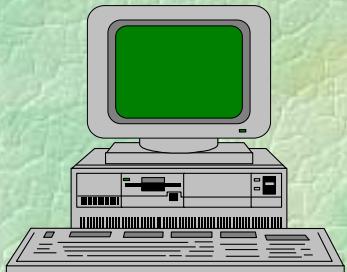


HQ AFPC/DPKCM
555 E Street West Suite 1
Randolph AFB, TX 78150-4530



**DSN 665-
4129
(210) 565-
4129**

PMCP
PROGRAM MANAGEMENT
ACQUISITION
CAREER PROGRAM
ACQUISITION



e-mail: pmcp@afpc.randolph.af.mil
Internet:
<http://www.afpc.randolph.af.mil/cp/pmcp/>



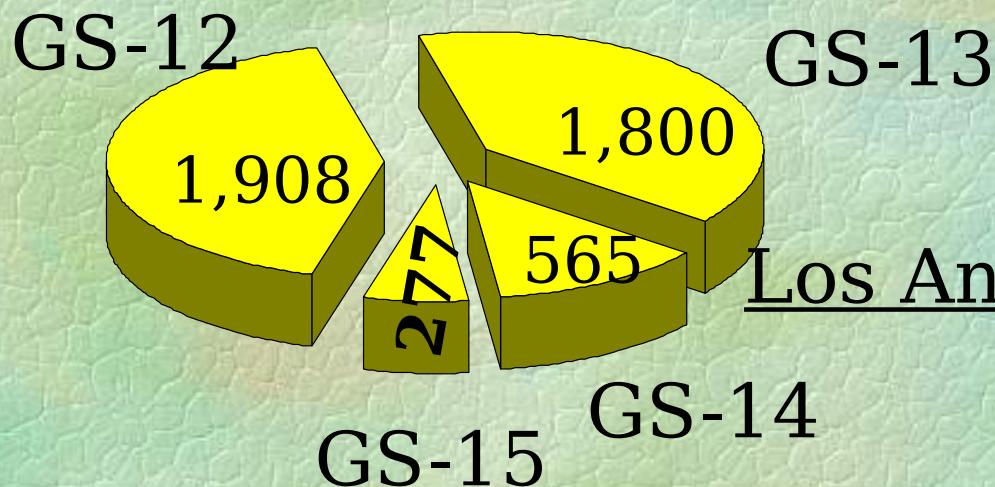
**DSN 665-2659
(210) 565-265**

Note to the Reader

- » One of the Slides That Follow Was Originally Slide #11 When the Briefing Was Given at Your Base
- Bases Where PMCP Career Days Have Already Been Conducted Have a Slide Showing the PMCP Coverage at Their Base
- As Additional Career Days Are Conducted, the PMCP Coverage Slide for That Base Will Be Added to This File

PMCP Coverage

All Registrants
(4,550)



Los Angeles AFB Registrants
(243)

